## AMENDMENTS TO THE CLAIMS

The listing of claims will replace all prior versions, and listings, of claims in the application.

### Listing of Claims

1. (Previously Presented)    A remuneration calculating method for calculating remuneration of workers who have made a labor agreement with an enterprise entity, comprising the steps of:

dividing work into job units to be executed by one or a plurality of persons;

setting a base appraisal point for quantitatively appraising each of the job units;

giving each worker an appraisal point which represents whole or some amount of a base appraisal point set for each job unit, according to an accomplished ratio of the job unit;

determining a conversion rate for converting an appraisal point to a monetary value; and

calculating remuneration of each worker by converting an appraisal point given to the worker based on the conversion rate.

2. (Original)    The remuneration calculating method as set forth in Claim 1, further comprising the step of accepting input of the job unit and base appraisal point which were proposed by the worker and approved by an approver appointed beforehand.

3. (Original)    The remuneration calculating method as set forth in Claim 1, further comprising the step of accepting input of the base appraisal point which was set based on a

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present operation value representing an operation value at present and/or expenses needed for the operation.

4. (Currently Amended)  The remuneration calculating method as set forth in Claim 1, further comprising the ~~step~~ steps of assuming an operation value at a specific time point in the future as a future operation value, converting the assumed future operation value to a present operation value representing an operation value at present by adding at least a development period and success probability, and accepting input of the base appraisal point which was set based on the present operation value.

5. (Previously Presented)  The remuneration calculating method as set forth in Claim 1, further comprising the steps of:

calculating an interim remuneration from the conversion rate and appraisal point;

comparing the calculated interim remuneration and a first predetermined value;

determining a monetary value for adjustment which has been prepared, if the calculated interim remuneration is lower than the first predetermined value;

calculating remuneration of the worker by adding the determined monetary value to the interim remuneration;

comparing the calculated interim remuneration and a second predetermined value which is not lower than the first predetermined value;

increasing the monetary value for adjustment, if the calculated interim remuneration is higher than the second predetermined value; and

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calculating remuneration of the worker by deducting the increased value from the interim remuneration.

6. (Original)   The remuneration calculating method as set forth in Claim 5, further comprising the steps of:

calculating a debt-credit relationship between the enterprise entity and the worker; and

creating a balance sheet of the worker to the enterprise entity after adjusting the calculated debt-credit relationship by using the monetary value for adjustment.

7. (Original)   The remuneration calculating method as set forth in Claim 1, further comprising the steps of:

calculating expenses including remuneration of the worker, which were needed for accomplishing the job unit;

calculating a monetary value of the accomplished job unit; and

creating a profit and loss statement of the worker to the enterprise entity for a predetermined term, based on the calculated expenses and monetary value.

8. (Original)   The remuneration calculating method as set forth in Claim 7, further comprising the step of accepting input of the base appraisal point which was set based on a present operation value representing an operation value at present and/or expenses needed for the operation.

9. (Original) The remuneration calculating method as set forth in Claim 7, further comprising the step of assuming an operation value at a specific time point in the future as a future operation value, converting the assumed future operation value to a present operation value representing an operation value at present, and accepting input of the base appraisal point which was set based on the present operation value.

10. (Previously Presented) The remuneration calculating method as set forth in Claim 7, further comprising the steps of:

calculating an interim remuneration from the conversion rate and appraisal point;

comparing the calculated interim remuneration and a first predetermined value;

determining a monetary value for adjustment which has been prepared, if the calculated interim remuneration is lower than the first predetermined value;

calculating remuneration of the worker by adding the determined monetary value to the interim remuneration;

comparing the calculated interim remuneration and a second predetermined value which is not lower than the first predetermined value;

increasing the monetary value for adjustment, if the calculated interim remuneration is higher than the second predetermined value; and

calculating remuneration of the worker by deducting the increased value from the interim remuneration.

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11. (Original)   The remuneration calculating method as set forth in Claim 10, further comprising the steps of:

calculating a debt-credit relationship between the enterprise entity and the worker; and

creating a balance sheet of the worker to the enterprise entity after adjusting the calculated debt-credit relationship by using the monetary value for adjustment.

12. (Original)   The remuneration calculating method as set forth in Claim 7, further comprising the step of accepting input of the job unit and base appraisal point which were proposed by the worker and approved by an approver appointed beforehand.

13. (Original)   The remuneration calculating method as set forth in Claim 12, further comprising the step of accepting input of the base appraisal point which was set based on a present operation value representing an operation value at present and/or expenses needed for the operation.

14. (Original)   The remuneration calculating method as set forth in Claim 12, further comprising the step of assuming an operation value at a specific time point in the future as a future operation value, converting the assumed future operation value to a present operation value representing an operation value at present, and accepting input of the base appraisal point which was set based on the present operation value.

15. (Previously Presented)  The remuneration calculating method as set forth in Claim 12, further comprising the steps of:

calculating an interim remuneration from the conversion rate and appraisal point;

comparing the calculated interim remuneration and a first predetermined value;

determining a monetary value for adjustment which has been prepared, if the calculated interim remuneration is lower than the first predetermined value;

calculating remuneration of the worker by adding the determined monetary value to the interim remuneration;

comparing the calculated interim remuneration and a second predetermined value which is not lower than the first predetermined value;

increasing the monetary value for adjustment, if the calculated interim remuneration is higher than the second predetermined value; and

calculating remuneration of the worker by deducting the increased value from the interim remuneration.

16. (Original)  The remuneration calculating method as set forth in Claim 15, further comprising the steps of:

calculating a debt-credit relationship between the enterprise entity and the worker; and

creating a balance sheet of the worker to the enterprise entity after adjusting the calculated debt-credit relationship by using the monetary value for adjustment.

17. (Previously Presented)  A remuneration calculating apparatus for calculating remuneration of workers who have made a labor agreement with an enterprise entity, comprising:

means for accessing a work database in which information about work is recorded in conjunction with an appraisal point indicating an appraised value of work;

means for accessing an operating-performance database in which information about operating performance of the enterprise entity is recorded in conjunction with a conversion rate for converting an appraised point to a monetary value;

means for accepting input of a job unit given by dividing work, a base appraisal point set for the job unit, and worker's information indicating a worker assigned the job unit;

means for recording the accepted job unit, base appraisal point and worker's information in conjunction with each other in said work database;

means for accepting input of an accomplishment status value indicating an accomplished ratio of the job unit;

means for calculating an appraisal point based on the accepted accomplishment status value and base appraisal point;

means for recording the calculated appraisal point in conjunction with the worker's information in said work database;

means for determining a conversion rate based on the information recorded in said operating-performance database; and

calculating means for calculating remuneration of the worker based on the conversion rate and appraisal point.

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18. (Original)  The remuneration calculating apparatus as set forth in Claim 17, further comprising:

means for accepting input of a future operation value representing an operation value at a specific time point in the future;

means for converting the accepted future operation value to a present operation value representing an operation value at present; and

means for setting a base appraisal point based on the present operation value.


19. (Original)  The remuneration calculating apparatus as set forth in of Claim 17, further comprising:

means for accessing a debt and credit database in which a debt-credit relationship between the enterprise entity and the worker, including a monetary value for adjustment for adjusting remuneration, is recorded;

means for calculating an interim remuneration from the conversion rate and appraisal point;

means for deducting the monetary value for adjustment recorded in said debt and credit database, if the interim remuneration is lower than a first predetermined value; and

means for increasing the monetary value for adjustment recorded in said debt and credit database, if the interim remuneration is higher than a second predetermined value which is not lower than the first predetermined value,

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wherein, when the monetary value for adjustment was deducted, said calculating means calculates remuneration of the worker by adding a deducted value to the interim remuneration, and, when the monetary value for adjustment was increased, said calculating means calculates remuneration of the worker by deducting an increased value from the interim remuneration.

20. (Original) The remuneration calculating apparatus as set forth in Claim 19, further comprising means for creating a balance sheet of the worker to the enterprise entity, after adjusting the debt-credit relationship recorded in said debt and credit database by using the monetary value for adjustment.

21. (Original) The remuneration calculating apparatus as set forth in Claim 17, further comprising:

means for calculating expense information indicating expenses needed for accomplishing the job unit;

means for calculating a monetary value resulting from accomplishment of the job unit; and

means for creating a profit and loss statement of the worker to the enterprise entity based on the calculated expense information and monetary value.

22. (Original) The remuneration calculating apparatus as set forth in Claim 21, further comprising:

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means for accepting input of a future operation value representing an operation value at a specific time point in the future;

means for converting the accepted future operation value to a present operation value representing an operation value at present; and

means for setting a base appraisal point based on the present operation value.

23. (Original) The remuneration calculating apparatus as set forth in Claim 21, further comprising:

means for accessing a debt and credit database in which a debt-credit relationship between the enterprise entity and the worker, including a monetary value for adjustment for adjusting remuneration, is recorded;

means for calculating an interim remuneration from the conversion rate and appraisal point;

means for deducting the monetary value for adjustment recorded in said debt and credit database, if the interim remuneration is lower than a first predetermined value; and

means for increasing the monetary value for adjustment recorded in said debt and credit database, if the interim remuneration is higher than a second predetermined value which is not lower than the first predetermined value,

wherein, when the monetary value for adjustment was deducted, said calculating means calculates remuneration of the worker by adding a deducted value to the interim remuneration, and, when the monetary value for adjustment was increased, said calculating means calculates remuneration of the worker by deducting an increased value from the interim remuneration.

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24. (Original)  The remuneration calculating apparatus as set forth in Claim 23, further comprising means for creating a balance sheet of the worker to the enterprise entity, after adjusting the debt-credit relationship recorded in said debt and credit database by using the monetary value for adjustment.


25. (Original)  A computer-readable computer memory product on which a program for causing a computer to calculate remuneration of workers who have made a labor agreement with an enterprise entity, including:

program code means for causing a computer to accept input of a job unit given by dividing work, a base appraisal point set for the job unit, and worker's information indicating a worker assigned the job unit;

program code means for causing a computer to record the accepted job unit, base appraisal point and worker's information in conjunction with each other;

program code means for causing a computer to accept input of an accomplishment status value indicating an accomplishment status of the job unit;

program code means for causing a computer to calculate an appraisal point indicating an appraised value of work based on the accepted accomplishment status value and base appraisal point;

program code means for causing a computer to determine a conversion rate for converting the appraisal point to a monetary value; and

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program code means for causing a computer to calculate remuneration of the worker

based on the conversion rate and appraisal point.